



# South Suburban College Police Department



COUNTY OF COOK )  
 ) SS  
STATE OF ILLINOIS)

## AFFIDAVIT

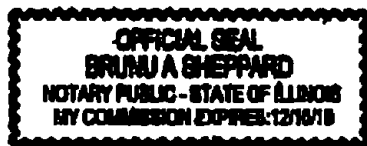
I, Albert Benney, being first duly sworn under oath, state and depose that the matters set forth in the Disciplinary Complaint against Police Officer Oneal Gray # 17 are true except as to those matters set forth on information and belief, which matters I verily believe to be true.

Albert Benney  
Albert Benney

Subscribed and Sworn to  
before me by Albert Benney  
this 30 day of November, 2018.

Brunu A. Shepard  
Notary Public  
My Commission expires  
on 12-31-19

(Seal)





## **SOUTH SUBURBAN COLLEGE**

15800 S. State St.  
South Holland, IL  
60473-1200  
(708) 596-2000

### **Board of Trustees**

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**Our Mission  
Is to Serve our  
Students and  
the Community  
Through Lifelong  
Learning.**

To: Officer Oneal Gray

From: Martin Lareau   
Vice President of Administration  
and Director of Campus Police

Date: December 3, 2018

Subject: Suspension

You are hereby suspended without pay as a result of your actions on November 27, 2018, at which time you left your service weapon unattended in a public hallway. You will remain suspended until your disciplinary hearing, which is scheduled for December 19, 2018 at 10 a.m. in the Board Room of the College, room 2248. The disciplinary hearing will address the matter of your suspension, removal or discharge as a Police Officer at South Suburban College.

You are hereby ordered to immediately relinquish your South Suburban College issued body armor, badges and credentials to Leonard Chiaro, Chief of Police.



# South Suburban College Police Department



Oneal Gray

Dear Officer Gray:

## **NOTICE OF DISCIPLINARY ADMINISTRATIVE PROCEEDING**

YOU ARE HEREBY NOTIFIED that an Administrative Proceeding under the Uniform Peace Officers' Disciplinary Act, 50 ILCS 725(2)(e), will be held on Wednesday, December 19, 2018 at 10 a.m. in the South Suburban College Board Room, room 2248. You are required to be present for this Administrative Proceeding, at which time the matter of your suspension, removal or discharge as a police officer at South Suburban College will be considered and determined. You are to report to the Police Department Office fifteen minutes before the hearing and you will be escorted from there to the President's Conference Room.

The Administrative Proceeding will be conducted by Vice President of Administration Martin Lareau. Other persons present at the Proceeding will or may be College Police Chief Leonard Chiaro #1, College Police Sergeant Benney #4, College Detective Presta #22 and College Officer Mullen #19, and College Attorney Daniel Cannon. The Proceeding will be recorded and you will be given or sent a copy of the recording. You are entitled to have an attorney and witnesses present. Any statements or admissions that you make at the Proceeding may be used as evidence of your misconduct.

The Charges against you are set forth below, and the Complaint against you by the Complainant College Police Sergeant Albert Benney #4, supported by his sworn affidavit, is included with this Notice.

## **CHARGES AGAINST OFFICER ONEAL GRAY BROUGHT AS VIOLATIONS OF THE SOUTH SUBURBAN COLLEGE POLICE DEPARTMENT RULES AND REGULATIONS AS FOLLOWS:**

### **VIOLATION #1**

General Order 17-306, Section VIII

"Employees shall maintain the highest level of safety when handling firearms."

"Officers shall not place or store any firearm or other weapon on Department premises except where the place of storage is locked."

### **VIOLATION #2**

General Order 17-306, Section IX

"Officers shall ensure that all firearms and ammunition are secure in their homes, vehicles or any other area under their control in a manner that will keep them inaccessible to children and irresponsible adults."



## South Suburban College Police Department



"Officers shall be aware that negligent storage of a firearm could result in criminal prosecution under 720 ILCS 5/24-9(a) and/or disciplinary action by the Department."

### VIOLATION #3

#### II. Orders

##### F. Neglect of Duty

"Failure to give suitable attention to performance of duty."

"Failure to perform duties or comply with any rule or regulation, general or special order; or failure to conform to the department operating policies and/or procedures."

### VIOLATION #4

#### VI. Firearms

##### A.3. General Regulations

"The weapon shall not be carried in a pocket or in such a manner as to make it unavailable for instant use and shall not be carried in a manner making it easily accessible to the public."

### VIOLATION #5

#### VI. Firearms

##### B.2. Display and Discharge

"Weapons, when not in use, shall be kept in a secure place under lock and key so as to be inaccessible to persons other than department officers and inconspicuous."

Sincerely,

Martin Lareau



**SOUTH SUBURBAN COLLEGE  
POLICE DEPARTMENT**

15800 South State Street  
South Holland, Illinois 60473

December 17, 2018

**VIA CERTIFIED MAIL**  
**AND FIRST CLASS MAIL**

Mr. Oneal Gray



Dear Mr. Gray:

On December 16, 2018, you resigned your position with South Suburban College, effective December 16, 2018. According to the South Suburban College Board of Trustees Policy and Procedure Manual, item 413.03, employees are required to return all College equipment and supplies, upon termination of employment.

The following items need to be returned:

- 1 - Patch
- 1 - Citation Book
- 1 - Rules and Regulations Book
- Any other SSC property

South Suburban College considers refusal to return College property to be theft. If the above listed items are not returned by Friday, January 11, 2019, at 4:00 p.m., South Suburban College will contact local law enforcement regarding this matter.

Please contact the undersigned, immediately, to arrange for the return of all South Suburban College property and removal of your personal items. I may be reached at 708-210-5726.

Regards,

Chief Leonard Chiaro  
Police Department  
South Suburban College

**Chiaro, Leonard**

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**From:** Oneal Gray <[REDACTED]>  
**Sent:** Sunday, December 16, 2018 6:57 PM  
**To:** Chiaro, Leonard  
**Subject:** Letter of resignation.

Chief L. Chiaro. Im writing to in form you of my offical letter of resignation from the South Suburban College Police Department.

I have in the past year . I've seen and not understood certain Departmental operations issues. Therefore I will be effectively resigning from the South Suburban College Police Department officially today December 16th 2018.

Thank you.

On Dec 11, 2018 2:43 PM, "Chiaro, Leonard" <[LChiaro@ssc.edu](mailto:LChiaro@ssc.edu)> wrote:

The letters were hand delivered and sent to: Mr. Oneal Gray, [REDACTED]. This is your address on file and on your application

Leonard Chiaro

Chief of Police

South Suburban College

15800 S. State Street

South Holland, IL 60473

708-210-5726

**From:** Oneal Gray (mailto:[REDACTED])  
**Sent:** Tuesday, December 11, 2018 1:12 PM  
**To:** Chiaro, Leonard <[LChiaro@ssc.edu](mailto:LChiaro@ssc.edu)>  
**Subject:** Re: Suspension

As of this date. I've not not received a hand-delivered letter. Nor a certified letter. I am not at home today so I will check my I get to my residence.

**Chiaro, Leonard**

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**From:** Lareau, Martin  
**Sent:** Monday, December 17, 2018 11:18 AM  
**To:** [REDACTED]  
**Cc:** Chiaro, Leonard  
**Subject:** Resignation

Dear Mr. Gray,

Chief Chiaro has forwarded to me your email from Sunday, December 16, 2018 where you state that you are resigning from the South Suburban College Police Department, effective on that date of December 16, 2018. Your letter of resignation is acknowledged and accepted and, accordingly, the Disciplinary Administrative Proceeding under the Uniform Peace Officers' Disciplinary Act scheduled for this Wednesday, December 19, 2018 at 10:00am at the College is cancelled, and will not be held. Please do not appear at the College at that time, or at any other time.

Please be advised you are to immediately turn your South Suburban College Velcro badge, citation book, medical kit and, Rules and Regulations book.

Sincerely,

*Martin Lareau*  
*Vice President of Administration*

South Suburban College  
15800 South State Street  
South Holland, IL 60473  
708-210-5721 Direct Line  
708-225-5819 Fax



**SOUTH SUBURBAN COLLEGE**

*Our Mission is to Serve our Students and the  
Community through lifelong learning.*

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